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RECRUITER

United States Army Recruiting Command
October - November 1999

Journal

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**UNITED STATES ARMY
THE CHIEF OF STAFF**

October 4, 1999

Major General Evan R. Gaddis
Commanding General
United States Army Recruiting Command
Fort Knox, Kentucky 40121-2726

Dear General Gaddis:

Evan

Our recruiting efforts are paying off. Thanks to USAREC's outstanding work, our accessions and DEP are up, and we are making superb progress in bringing quality recruits into our great Army. Want to commend the outstanding soldiers of USAREC for a job well done; you are making a difference.

Please convey to the entire recruiting team my thanks and appreciation for your success. Let's continue to maintain this momentum.

*Good on you! —
And your folks
as well. Thanks
for pulling off this
full court press.*

Sincerely,

Eric Shinseki

Eric K. Shinseki
General, U.S. Army

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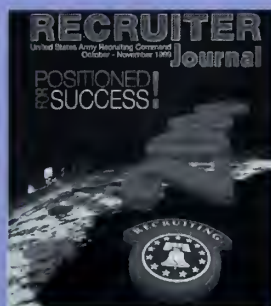
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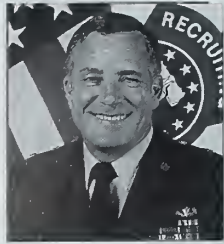


ON THE COVER

Positioned for Success in FY 00
(Cover design by Joyce Knight,
HQ USAREC)

From the Commander

MG Evan R. Gaddis



You're taking charge and making a positive difference. We're starting to see the fruits of your leadership. We built up some momentum in the last quarter, and we need to stay on the road to success.

I want to share with you an article I read recently in Investor's Business Daily, which I

IBD's 10 Secrets to Success

Investor's Business Daily has spent years analyzing leaders and successful people in all walks of life. Most have 10 traits that, when combined, can turn dreams into reality.

- 1 How you think is everything:** Always be positive. Think success, not failure. Beware of a negative environment.
- 2 Decide upon your true dreams and goals:** Write down your specific goals and develop a plan to reach them.
- 3 Take action:** Goals are nothing without action. Don't be afraid to get started now. Just do it.
- 4 Never stop learning:** Go back to school or read books. Get training and acquire skills.
- 5 Be persistent and work hard:** Success is a marathon, not a sprint. Never give up.
- 6 Learn to analyze details:** Get all the facts, all the input. Learn from your mistakes.
- 7 Focus your time and money:** Don't let other people or things distract you.
- 8 Don't be afraid to innovate; be different:** Following the herd is a sure way to mediocrity.
- 9 Deal and communicate with people effectively:** No person is an island. Learn to understand and motivate others.
- 10 Be honest and dependable; take responsibility:** Otherwise, Numbers 1-9 won't matter.

think encapsulates many of the traits we recognize as being a requirement for success. Please note that these traits are not unique to our profession. Leadership and values beget success in all walks of life.

Note, too, that a positive mental attitude leads their list. I truly believe that how we think influences how we behave, that a positive mental attitude leads to success. Some of the other points involve visualization and motivation, always strong indicators of success.

The points on this list may already be well known to you. Many of you have already incorporated a number of these thoughts into your way of doing business. For example, as a recruiter building a packet, you know the importance of getting the details right.

Last, I note point number 10 and the importance of values, because without values, as stated in this article, numbers one through nine would not matter. Without values, we lose everything we have worked so hard for. This is where the Army is ahead of the game – our values are stated clearly before us, as is our motto, "Recruit with integrity."

We have to start our own engines. Most of you have already done this. For the few who have not, give them a jump start.

Be all you can be!

Editor's note: Reprinted with permission from Investor's Business Daily.

Caldera visits new Lawton West RS

story and photos

by Linda Garrett

Oklahoma City Battalion A&PA

Secretary of the Army Louis Caldera visited the new Leading Edge Recruiting Station in Lawton Nov. 3 to officially open the station and participate in the ribbon cutting ceremony.

BG Robert Wilson, USAREC Deputy Commanding General-West, welcomed local dignitaries and honored guests from Fort Sill and Lawton. "It's a great day to be a soldier," said Wilson before he introduced Secretary Caldera.

About 25 Red Coat Ambassadors from the local Chamber of Commerce helped with the ribbon-cutting ceremony and presented Secretary Caldera with a certificate of appreciation.

The new Leading Edge Recruiting Station at Lawton West is one of two the Army has created as a prototype to test new policies and procedures, new recruiting initiatives, and find the best practices to recruit tomorrow's leaders. The other station is in Newark, N.J. Each recruiter for the station was hand-picked based on sales skills, leadership skills, recruiter knowledge, personal attributes, and a proven record of sustained superior performance.

Secretary Caldera thanked the citizens of Lawton for their tremendous support of the military families stationed in and around Lawton. He also talked about the importance of the recruiter's job and the advantages and importance of serving this great nation.

"Too many young people think that military service will stand in their way of education and achieving their goals in life," said Secretary Caldera.

When he talks to young people he tells them that service in the military should be one of their goals. "It is an obligation of citizenship to wear the uniform and represent our country," he said. "Military service teaches maturity, self discipline and teamwork, and gives you the pride of having served your country."

"Serving your country is what it means to be an American," Caldera said.

He also talked about the \$50,000 Army College Fund that is available to new recruits and the tuition assistance available for soldiers to continue their education while serving on active duty.

Following the ceremony, Secretary Caldera took questions from the press and greeted the soldiers from Fort Sill and the Oklahoma City Recruiting Battalion.

SSG Jaime Acosta, a recruiter from Lawton East RS, brought his family to see Secretary Caldera because he wanted to show his children how successful someone with their Hispanic heritage could be. Secretary Caldera is a graduate of the United States Military Academy at West Point. He served on active duty in the Army for four years and later in the US Army Reserve.

As the Acosta family visited with Secretary Caldera, Mrs. Sara Acosta pulled out the only paper she had in her purse for the secretary to sign. The paper

happened to be her children's report cards. When Secretary Caldera saw that the grades were straight As, he turned to talk to the children. He encouraged Dania and Axel Acosta, both students at MacArthur Junior High, to keep up their grades in school, follow their goals, and to never back down to any challenges in their life.



Above: Secretary Caldera and Barbara Stephenson, chairperson of the Lawton Chamber of Commerce Red Coat Ambassadors, cut the ribbon at the new Leading Edge Recruiting Station in Lawton. Also pictured are other Ambassadors and recruiters assigned to the station.



Above: Secretary of the Army Louis Caldera signs an autograph for Sara Acosta while SSG Jaime Acosta and their children, Dania and Axel, look on.



Left: BG Robert Wilson, DCG-W, greets Secretary Caldera following the ribbon cutting ceremony in Lawton.

New legislation gives service members the most sweeping pay improvements in nearly 20 years.

The changes were initiated by the Secretary of Defense and the Joint Chiefs of Staff, strongly supported by the President, and passed with overwhelming bipartisan support of both houses of the Congress. All military members will benefit throughout the remainder of their lives by these changes.

The comprehensive pay package includes:

Pay raises

*** 4.8 percent pay raise - largest in nearly twenty years** — Effective January 1, 2000, every military member will get a 4.8 percent pay raise. This raise is one-half percent above the average of private-sector pay increases. This is the largest military raise since 1981 and only the third time since the early 1980s that the military raise has exceeded the private-sector average increase.

*** Targeted pay raise in July 2000 to reward promotion over longevity** — Following the 4.8 percent pay raise for everyone in January, a second pay raise will occur in July. This pay raise varies according to specific grade and years of service combinations on the pay table — it is not an across-the-board increase. The pay raises range up to an additional 5.5 percent above the January pay raise. This pay raise is referred to as “pay table reform” because its intent is to re-adjust the pay table to better reward advancement and experience.

*** Future pay raises above private sector wage increases** — Beginning with the January 1, 2000, pay raise, annual pay raises through 2006 will be one-half percent above private-sector average increases. This is an important change. Since passage of a 1990 law, the military annual pay raise has been capped at one-half percent below private-sector growth unless specifically granted a larger increase by Congress. This year’s Defense Bill directs that pay raises for 2000 through 2006 will automatically be

above the private-sector wage increases. These larger annual pay raises will increase the value of military pay compared to private-sector pay. If future private-sector wages increase by 3.9 percent, for example, military pay raises would be 4.4 percent.

Revised retirement system

Choice in retirement system for those who entered after July 1986 — Members who entered the service after July 31, 1986, will be given a choice of retirement plans at their 15th year of service. There are two options:

1. Take the pre-1986 retirement system (High-Three Year Average System) *or*
2. Elect the post-1986 retirement system (Military Retirement Reform Act (MRRA) of 1986, commonly referred to as REDUX) and take a \$30,000 career retention bonus.

Both options have their own merits. Neither is universally better than the other. Which option is more advantageous can only be determined by each individual for his or her own unique circumstances and preferences.

Thrift Savings Plan

Tax-deferred Thrift Savings Plan (TSP) in the works — The National Defense Authorization Act for Fiscal Year 2000 authorizes a TSP for military members. However, that same law specifically says that TSP cannot be implemented until funding issues are resolved. Participation in the TSP will not begin before 2001.

A TSP allows members to save a portion of their basic pay in a special account. Both the money placed into this account and its earnings would be tax-deferred until withdrawal. So, members who save \$1,000 and are in a 15 percent tax bracket save \$150 in taxes for that year. Not only is there a tax savings in the year the money is placed in the account, but there are more future earnings because the money saved on taxes goes to work making more money. Because the earnings are not taxed until withdrawn, the compounded growth can be substantial. This is a retirement account and the money cannot normally be withdrawn, without penalties, until the member reaches the IRS specified age of

59 1/2. Participants will be permitted to borrow against their TSP accounts at very favorable rates. These loans may be used to pay for cars, to purchase a home, or meet a personal need for extra cash.

Current plans would allow a member to deposit 5 percent of basic pay and any amount from special and incentive pays and bonuses into a TSP up to the IRS limit, currently \$10,000 per year. Unlike the Federal Employee Retirement System’s TSP, the government will not provide any matching funds. Even without a matching contribution, TSPs are an excellent way to save for retirement, because their tax-deferred status enables the funds to compound more rapidly than in a taxable savings account or mutual fund.

There is one case where matching funds may be offered. The Secretary of Defense is permitted to establish a retention incentive that would allow matching funds of up to 5 percent of pay for a six-year service commitment.

This benefit is not in effect yet. Instituting a TSP would decrease the Federal government tax base and, therefore, its revenue. In order to meet balanced budget laws, funding to offset this decrease must be identified before TSP can begin.

Special and Incentive Pay Improvements

Special and Incentive Pay Improvements — Several new special and incentive pays have been created. These pays are for career enlisted aircrew members, special warfare officers, surface warfare officers and judge advocates.

Also, maximum ceilings for many of the existing special pays have been increased. Individuals who may benefit include aviators, divers, nuclear officers, and members with foreign language proficiency. Enlistment and reenlistment bonuses for critical skills have also increased significantly.

And, more -

*** Basic Allowance for Housing (BAH) Transition** — Increased funding was authorized to complete the transition from Basic Allowance for Quarters/Variable Housing Allowance (BAQ/VHA) to BAH. These funds will increase BAH rates in many locales to make the

housing allowances more reflective of housing costs.

* Temporary Lodging Expenses (TLE)

— TLE is now authorized for first-term enlisted members making their initial Permanent Change of Station.

* **Leave Sell-Back** — Members may sell back unused leave at reenlistment, even when reenlisting more than three months early.

"The excellence of our military is a direct product of the excellence of our men and women in uniform. This bill invests in that excellence. It authorizes a comprehensive program of pay and retirement that add up to the biggest increase in military compensation in a generation.

"...Time and again they [our military personnel] have all delivered for our country. Today, America delivers for them."

— President Clinton, upon signing the FY 2000 National Defense Authorization Act, October 5, 1999

(Editor's Note: This information was taken from the DefenseLINK web site. For more information, see <http://pay2000.dtic.mil/>.)

Recruiter Journal begins new distribution to stations

Beginning with this issue, the *Recruiter Journal* will be mailed to each recruiting station. Due to postage costs and print contract specifications, we have the ability to mail envelopes with one or five copies. We have built a new database with station addresses, but every database can use help from users.

If you are receiving too many or not enough copies of the *RJ* — and every recruiter should have a personal copy effective Nov. 1, 1999 — please send an e-mail to the *RJ* at the addresses below. Our database is built on ZIP codes (not RSIDs), so when you write us, please include your station name and complete address.

The *Recruiter Journal* is your command information product. Let us know how we can make it better for you by writing:
Kathleen.Welker@usarec.army.mil or
Dottie.Pack@usarec.army.mil

SORC seeks recruiters

The Special Operations Recruiting Company (SORC) is seeking individuals to recruit for Special Forces and for the Special Operations Aviation Regiment. Recruiting for Special Operations units requires the ability to interact effectively with prospective Army candidates as well as senior Army leadership. It requires a competent briefer, a person who is highly self-motivated, capable of working alone without direct supervision, and:

- * Male
- * Volunteer
- * MOS 79R
- * SSG or junior SFC
- * No history of recurring disciplinary action
- * GT score of 110
- * Passes the APFT
- * Airborne qualified or volunteer for airborne duty
- * Demonstrated success as an Army recruiter, with preferably one to two years station commander experience.

Interested recruiters should mail a copy of their DA Forms 2A and 2-1, last three NCOERs, PT card, and phone numbers to USAJFKSWCS, Attn: AOJK-sp-R (SORC Operations), Fort Bragg, NC 28307, or fax copies to (910) 432-1637.

POCs to assist the field with ARISS, REQUEST and General Help Desk Support

Integrated Product Team Chief for ARISS/ Packet Projection Plus and all questions about ARISS/PP+
 — MSG Heidenreich 502-626-1524

REQUEST Manager for USAREC and all questions about REQUEST
 — MSG Klinger 502-626-0075

Any general questions or Help Desk Support Questions about automation and hardware for the command
 — Service Oversight Center (SOC) 502-626-1700

Remember, if you use the toll-free number, it's 800-223-3735. Then dial the extension starting with the digit 6 (e.g., using the toll-free number, the SOC extension is 6-1700).



**Celebrate America's blessings
 Happy Thanksgiving!**

Language Advocates

**USAREC Language Advocate NCOIC
 SFC Francis P. Marois**

COM: (502) 626-1687; DSN 536-1687
 Toll Free: 1-800-223-3735, ext. 61687
 FAX: (502) 626-0944; DSN 536-0944

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3rd Brigade

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Correction

The number for the TRICARE Service Center listed on page 4 of the September RJ is for Region 5 only. Numbers for other regions are found on page 7 of this issue.

Army Knowledge Online provides information multiplier

by Gerry J. Gilmore, Army News Service

In a month or so, authorized users will be a mouse click away from accessing the Army's internal web site.

When established, "Army Knowledge Online," the Army's Intranet, will give active-duty and reserve soldiers, Department of the Army civilians, retirees and other authorized users a secure, computer-accessed ability to communicate worldwide and obtain access to a storehouse of information, said AKO program manager, MAJ Charles A. Wells.

Currently undergoing testing, AKO was developed by the Army's Strategic and Advanced Computing Center in the Pentagon, which falls under the Office of the Director for Command, Control, Communications and Computers.

The concept of AKO was initiated in 1996 by then-Army chief of staff GEN Dennis J. Reimer.

The vast majority of AKO content is service member-specific, linked to worldwide Army command homepages. Authorized users will be able to log on and electronically "surf" for information, such as the quality of life at future duty stations to include local attractions, cost-of-living and schools. A plethora of other information, such as weather, travel, and service news, would also be available.

AKO also includes an internal, computerized, combination address/phone book/yellow pages information directory for soldiers and other authorized users.

One of the features is a 'people search' to locate and contact other soldiers and DA civilians. One can also search all web servers in the army.mil domain to look for information and documents.

AKO will also enable users to share knowledge quickly via encrypted email accounts. In a smaller and much-deployed post-Cold War Army, that ability becomes invaluable.

Contrasted with the current Army Homepage, which is open to the general public through the Internet, AKO is available only to those with an Army-approved user ID and password.

In order to get to the Army portal for AKO you have to get an account consisting of user ID and password. In order to qualify for that, you have to be working for the Army as an active duty or reserve component soldier, as a DA civilian, a retiree, and some contractors on a case-by-case basis.

There are currently 27,000 registered users for AKO. But for the past two years the system has been in limited usage for general officers, other senior leaders, and selected officer year groups using the site for Career Field Designation.

AKO will expand to 50,000 users in Fiscal Year 2000. When the Army portal debuts in the next few weeks, it will provide additional features such as the ability for users to individually 'tailor' their site by placing preferred topics 'up front' on the page.

AKO users would be able to log on at home or at work. You'll get the same AKO page and it is all protected, using encryption and the user ID and password.

(EDITOR'S NOTE: For more information visit the public web site at <http://www.army.mil/ako>, or to apply for an AKO account, go to <http://www.army.mil> and click on "I'm a new user.")

TRICARE speeds up claims

Army News Service

New TRICARE initiatives will speed up payment of claims in order to protect soldiers from bad credit ratings due to unpaid medical bills. US Army Medical Command officials say the ultimate responsibility, however, still lies with soldiers to ensure that when they get a bill for health care from a civilian practitioner, they submit the bill for payment. Soldiers must not assume that bills will automatically be taken care of until they submit the claim for processing. Under the new system, getting the claim into the TRICARE system will ensure that soldiers will not be subjected to bill collectors, or have their credit ratings affected by disputed medical bills.

Soldiers must make a copy of the bill for their records, then submit the original and a Claims Form DD2642 to the claims processor in their regions. The claims form can be downloaded from the Internet at www.tricare.osd.mil or from

the TRICARE Service Center. After Oct. 1, responsibility for active duty claims payment will transfer from MTFs to civilian claims processors, who will be required to process to completion 95 percent of all claims within 30 days and 100 percent of all claims within 60 days. Starting in October, claims will be sent to the following:

Region 1 **TRICARE Region 1**
Active Duty Claims
PO Box 7015
Camden, SC 29020-7015

Region 2&5 **TRICARE Region 2&5**
Active Duty Claims
PO Box 7025
Camden, SC 29020-7025

Region 3&4 **TRICARE Regions 3&4**
Claims
PO Box 7031
Camden, SC 29020-7031

Region 6 **WPS/TRICARE**
PO Box 8999
Madison, WI 53708-8999

Region 9&10 **PGBA/TRICARE**
PO Box 870006
Surfside Beach, SC
29587-8706

Region 11 **WPS/TRICARE**
PO Box 8999
Madison, WI 53708-8999

TRICARE Pacific **PGBA/TRICARE**
PO Box 870001
Surfside Beach, SC
29587-8701

Central Region GBA
Attn: TPR/SHCP
PO Box 870019
Surfside Beach, SC 29587-8719

Under this new system, after 60 days contractors will be charged a percentage of the claims that have not been processed. If the civilian claims processor denies a claim, it will be sent for review to the centralized Tri-Service Military Medical Support Office (MMSO). If the claim is authorized by MMSO, then it will be paid within 60 days. If the claim is not authorized, such as for elective cosmetic care, then the claim will be denied and the soldier will be responsible for payment. Any active duty soldier who has a question or problem about his or her medical claims from civilian physicians

can call toll-free 1-888-MHS-MMS); or DSN 792-3950/3900 or commercial (847) 688-3900 anytime 24 hours a day, 7 days a week to get help. Information is also available at <http://navymedicine.med.navy.mil/mmso/> on the World Wide Web. Claims for family members have been and will continue to be handled by regional TRICARE contractors. The numbers to call for family members are:

Region 1	1-888-999-5195
Region 2	1-800-931-9501
Region 3/4	1-800-444-5445
Region 5	1-800-941-4501
Region 6	1-800-406-2832
TRICARE Central	1-888-874-9378
Regions 9/10	1-800-242-6788
Region 1	1-800-404-0110
TRICARE Pacific	1-800-242-6788

Story Ideas?

If you have an idea for a story or an article you'd like to see in the Recruiter Journal, call (502) 626-0167 or e-mail to Kathleen.Welker@usarec.army.mil.

Soldiers get improved access to TRICARE

Army News Service

Active-duty soldiers at remote locations in the continental United States will be offered a new TRICARE Prime benefit.

TRICARE Prime Remote was implemented Oct. 1. Soldiers and other service members can use the Internet to access health care information provided by the TRICARE system.

Service members affected by the new program are those stationed 50 miles or more from a military medical facility. There are no deductibles or costs associated with enrollment in the TRICARE Prime Remote program. The program enables soldiers (and other service members) to enroll in TRICARE Prime Remote by calling their local or regional managed care director. There is also a web site set up where service members can type in their residential and work site ZIP codes to determine whether they are eligible to enroll, and there are also 1-800 numbers for the 12 CONUS regions. The web address is: <http://www.tricare.osd.mil/remote>. There is

also a handbook which contains the 1-800 numbers, called "Remote Controller" which has been forwarded to all active-duty military TRICARE beneficiaries located at remote sites.

The Managed Care Support contractors will be responsible for processing active-duty medical claims. When a soldier enrolls, a beneficiary representative will assign a primary care manager (a physician and/or other health care providers) to each soldier, or soldiers may select a provider from the provider directory on the web site at www.tricare.osd.mil/ProviderDirectory.

If there is no TRICARE network provider in a specific area, then service members may use any authorized TRICARE provider. TRICARE network providers are a group of health-care providers who've agreed to provide medical services at a negotiated rate. Such providers will typically handle all medical claims for TRICARE beneficiaries.

Participating TRICARE providers are not under contract to TRICARE, but do agree to accept TRICARE rate-of-payment. Such providers may accept or decline TRICARE claims on a case-by-case basis.

In most cases, specialty care providers will submit medical claims on behalf of TRICARE beneficiaries. However, there may be times where TRICARE beneficiaries will be required to pay for their care and then file claims. In such cases, beneficiaries will be fully reimbursed for medical out-of-pocket expenses.

TRICARE will establish a Military Medical Support Office at Great Lakes Naval Station, north of Chicago, to provide military health care information and to expedite the medical claims settlement process. Under this system, 100 percent of claims will be paid in 60 days.

The MMSO will do two things for service members. It will coordinate all specialty care pre-authorizations and determine issues that require military treatment facility (military hospitals and medical clinics)-managed 'Fitness for Duty' medical care and coordinate the medical care with the military treatment facility.

The MMSO will also review service members' denied medical claims as part of the appeals process. If the care is again

denied at the MMSO, active-duty service member requests for appeal will be forwarded to each service's Surgeon General Office for adjudication.

The goal of the MMSO is to provide overall health care management for service members. The key to this is for service members to obtain and use important phone numbers found in the "Remote Controller" handbook. The MMSO's phone number is 1-888-MHS-MMSO.

Stay alert for computer viruses!!

Please educate yourself about computer viruses. Learn which computer viruses are being passed around USAREC and how to avoid them!

The Melissa Virus always begins with "Important Message from..." in the Message Title and includes at least one attachment which contains the actual virus. When that attachment is opened, the virus is activated. Therefore, do **not** open any e-mail message whose title begins "Important message from...". Immediately delete it from your Inbox **and** your Deleted Items folders. Do **not** open the message to see if it contains attachment(s). Certainly, do **not** open the attachment(s)!

Users and ISSOs must report all computer virus infections through their ISSM to Mr. Teegarden, 1-800-223-3735 extension 6-0027 or 502-626-0027 or DSN 536-0027.

Correction

The Field File on page 21 of the September issue, "Two winning teams in Long Beach join forces," was submitted by Los Angeles Bn.



November is National Native-American Indian Heritage Month

Caldera rededicates new Times Square RS

by Kathleen Welker
RJ editor



The rededication ceremony of the Times Square Recruiting Station is broadcast live on the jumbo TV above the square. (Photos by Kathleen Welker)

Crossroads of the World, site of demonstrations and celebrations, New Year's Eve, V-J Day, and countless other events in American history. Who can forget that photograph of the sailor vigorously kissing a young lady when victory in World War II was declared? That was Times Square, the place to be. Now it's an international tourist destination and frequent motion picture backdrop.

Continuing the history of the Times Square Recruiting Station, Secretary of the Army Louis Caldera on Sept. 7 rededicated the newly renovated Armed Services facility known as "the Booth." Senior officers and recruiters from each branch of service took part in the ceremony, which included presentations by Mr. Rudy Washington,

deputy mayor of the City of New York, and from Mr. Oliver Mendell, chairman of the USO of Metropolitan New York.

"There is a new look to Times Square," Caldera declared, amidst the traffic and construction noises of the busy intersection. "We are justifiably proud that a new generation will join the thousands of others who have enlisted from the Times Square Recruiting Station ... This station will play an important role, to keep America's best in uniform."

Situated on a pie-shaped slice of sidewalk between Broadway and 7th Avenue at 45th Street, the Times Square Recruiting Station rededication ceremony was the culmination of many agencies and organizations working together to maintain a military presence on this piece of prime real estate. Recruiting stations are frequently located in well-trafficked areas, but Times Square is undoubtedly the best-known locale in the country and the station's new design had to fit in with its neighbors. The New York City Arts Commission and the American Institute of Architects have applauded the new Booth.

A troupe of singers from the New York USO kept the audience entertained before and after the ceremony. In addition to performances by the Air Force Honor Guard Drill Team and the US Army Band's "The Volunteers," the Parris Island Marine Band provided support to the ceremony. An Armed Forces color guard carried the colors.

After Caldera and Washington remarked briefly on the significance of the Times Square Recruiting Station over its 53 years, as the senior official from the Department of Defense, Secretary Caldera swore in members from each service's Delayed Entry Program by administering the Oath of Enlistment as part of the ceremony.

All four services recruit from the station, which originally opened in May 1946 under a temporary city permit. Recent improvements make the station more comfortable, more professional, and update the station with more modern working conditions such as outlets for computers, fax machines, and other telecommunications, as well as air



Secretary of the Army Louis Caldera sits with the rededication party (at right) next to the new Times Square Recruiting Station.

conditioning and restrooms for the first time in the station's history.

The first station was a cottage-style building, 14 feet by 18 feet, according to US Army Recruiting Command archives. In 1950, then Manhattan Borough President (and later, Mayor) Robert Wagner, Jr., issued a permanent permit, granting indefinite no-cost use of the site for a four-service recruiting booth, and a 360-square-foot stainless steel and glass structure was erected.

In 1977, the US Army Corps of Engineers refurbished the station. Although a 1980 fire caused exterior damage, it wasn't until 1987 that the electrical systems and interior and exterior lighting were upgraded. Since 1988, an illuminated "zipper" sign along the roofline was installed, the Corps of Engineers replaced its clear windows with tinted glass, the Navy Seabees renovated the interior and exterior, and outdoor illuminated signs and the seals of the four Armed Services were added.

In 1998, New York City Mayor Rudolph Giuliani agreed to the building of a new recruiting "booth," in keeping with his vision of a modernized and refurbished Times Square. That autumn, the US Army Corps of Engineers approved a design and hired a contractor

to demolish the old booth and begin construction of the new and improved facility. Army recruiter SSG Charles Hernandez took occupancy of his new desk at the station in late September.

"I'm excited to be a part of the continuing history of this place," Hernandez said. A native of Brooklyn, Hernandez is a detailed recruiter who says he'd like to keep his job recruiting in the Booth "for as long as they let me."

"As far as I'm concerned," he continued, "this is the most prestigious recruiting station in the Army. Over the

years I've met several soldiers who enlisted from the Times Square station, and I'm very happy we will be able to continue recruiting here in the Booth."

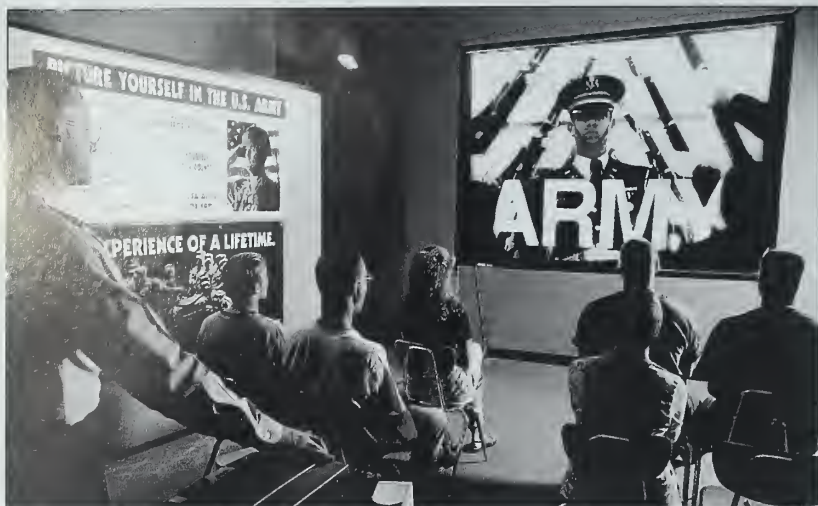
Hernandez will have a recruiting territory that covers four ZIP codes in downtown Manhattan with a largely transient population. Navy, Marine, and Air Force recruiters, one each, will also continue to man the station.

"The Booth is an integral part of Times Square," Caldera said. "It will remain an important part of New York City and our military as long as there is a United States of America." 🇺🇸



Members of the Delayed Entry Program take the Oath of Enlistment, administered by Secretary of the Army Louis Caldera during the Sept. 7 rededication ceremony of the Times Square Recruiting Station.

Multiple Exhibit Vehicles



SSG Ronald Snipes, a Multiple Exhibit Vehicle exhibitor, Recruiting Support Battalion, gives a presentation to students at school. The In-stand system is to the left, and a DVD image is projected on the Lexan screen.

Story by Margaret A. Browne

Recruiting Support Battalion

Photos by Creative Dimension Group, Inc.

You may have seen them already rolling down the highway or city streets in red, white and blue. Or you may have seen one at a public event or at a school. Instead of the familiar, aged fleet of Cinema PODs, this season the Recruiting Support Battalion is taking a more economical, streamlined approach to getting the word out about today's Army. They are the Multiple Exhibit Vehicles and are part of the RSB's modernization plan.

The new MEVs are so called because they have the ability to convey the Army message in "multiple" ways. The first way is the vehicle itself, a rolling billboard in an attractive flag wrap, proclaiming "money for college" and other Army benefits and staying in school and off drugs. When parked at a school or other event, it creates awareness of what the Army has to offer. Army graphics on the van is an excellent use of what would otherwise be a lost opportunity.

The second way is the "In-stand" display system with graphics that is similar to the Panelglide and Nimloc systems already in use throughout

USAREC. This versatile system can be set up in a classroom, hallway, or foyer and further announces the Army presence. The third way is the presentation itself, a digital video disc (DVD) rendition of RSB-produced shows, covering areas such as Army life, history, civics, and the challenge of everyday life. The shows currently available are:

- * Combat Arms - The Tough Choice
- * Path to your future to your Future
- * What to Expect (formerly "Path to Professionalism")
- * Service to Country (formerly "Freedom Isn't Free")
- * Democracy in Action (formerly "We Are America's Future")
- * Day of Infamy - Era of Change
- * Make the Choice

Comparing the two systems, one of the obvious differences between the MEV and the old POD is the vehicle itself—a stylized minivan with eye-catching graphics instead of the cube van with its plain green and white design.

Another difference

is the presentation medium. The MEVs use the state of the art DVD system with two 10 feet by 10 feet projection screens, one for front projection, the other for rear projection. These screens can also be reduced in size. The PODs used the nine-projector slide method, with three separate modules (each weighing 225 pounds) serving the projection function. One of the obvious advantages to this change is the portability of the equipment. The DVD system is transported easily in carrying cases. Contrast that to the old method where the exhibitor had to move the equipment, cumbersome and heavy as it was, from the vehicle to the room in which the presentation was to be made. In the event that a presentation was not on a ground floor, the exhibitor had the added burden of transporting up stairs unless an elevator was available.

The concept of the display system feature makes its debut with the new MEVs. It is a dual-purpose display system that can be used for the DVD presentation by switching the display panels with "Lexan" projection panels.

The new system is certainly in keeping with the "techno-savvy" target market. The modern, streamlined MEVs give the impression of an Army keeping pace with the rest of the world, and the economy of the MEVs allow maximization of market penetration and Army awareness at the least possible expense. With the RSB's three-fold approach, the recruiting mission gets more bang for its buck.



Snipes is unloading the graphic and display components he carries in the new MEVs.

Multiple Exhibit Vehicle in action

*Story and photos by
Galen R. Putnam
Kansas City A&P A*

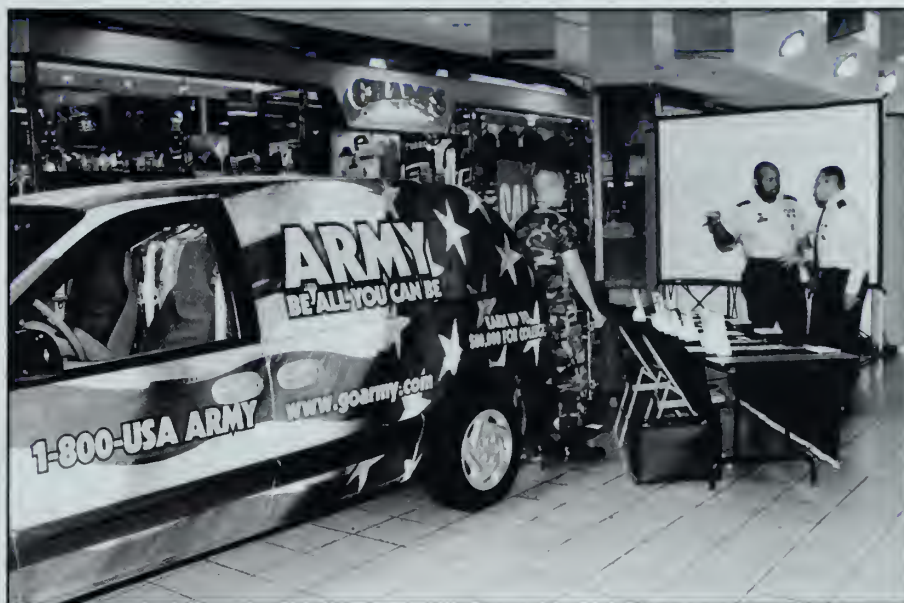
A minivan might not make much of a combat vehicle, but in the pitched battle for recruits, the Army's new Multiple Exhibit Vehicles are making an eye-catching debut in the field.

One of the Army's six MEVs now on the road in Kansas City, Mo., received high marks from recruiters and visitors alike on its initial deployment to a local mall in September.

"I like it. It's mobile, and it really brings in the crowds," said SSG Robert Stepp, recruiter, Overland Park, Kan., Recruiting Station. "We got a lot of solid leads. The kids that stopped were interested. They weren't a captive audience. They wanted to see the videos and were willing to listen to what we had to say."

Rick Searcy, a Navy veteran from Lawson, Mo., also liked what he saw. "I enjoyed the video on the different branches of the government. It was pretty informative. The van is pretty sharp too. It's an attention-grabber."

"On the way here, I had people pointing at me all the time," said SFC Mariano Amaro-Lugo, MEV exhibitor. "Just driving down the road, I got a lot of response." The van can be used as part of the overall exhibit or can be



SFC Todd Bowden (center) confers with SFC Mariano Amaro-Lugo at a display in the North Metro Mall, Kansas City, Mo.

placed at another location nearby to announce the Army's presence.

Although the van garners a lot of attention, the heart of the exhibit is its easily portable DVD projector and screens.

"This is an excellent setup," said SFC Todd Bowden, assistant station commander, Gladstone, Mo. "This unit is also highly mobile. You can set it up in a variety of configurations. This is a big improvement over the Cinema POD."

At the main display, local recruiters and the MEV exhibitor work the crowd while a variety of up-to-date videos play. The videos cover a variety of topics including staying off drugs, staying in school, and being a good citizen, as well as emphasizing the benefits of joining the Army. Chest-thumping speakers round out the


riveting audio/visual presentations.

"The new videos are real good and the variety of videos gives you a lot of flexibility depending on what you want to present," said Bowden. "This gives you an opportunity to show a different side of the Army."

Amaro-Lugo, who will spend the next five months on the road with the new Recruiting Support Battalion asset, likes what he sees.

"The MEV offers a lot of flexibility. You can adapt it to a variety of locations whether it's a school, a mall, or someplace else. Fifty percent of the (high school) seniors out there have not talked to a recruiter before. The MEV provides a great opportunity for that initial contact."

The MEV directed plenty of contacts to area recruiters during its stay. On its first day, the MEV generated a head-count of 125 interested individuals resulting in 12 appointments and three referrals.

"Things have gone real well," said Stepp. "We're real happy with how things have gone. We've had a lot of people stop by, and a lot of them have been in the prime age group we're looking for. The MEV is a great asset." 



SGT Brad T. Watson, Gladstone, Mo., Recruiting Station, familiarizes himself with the wide selection of video presentations the Multiple Exhibit Vehicle has to offer.

ARISS Laptop Repair

by Mr. James Richards, ISA-USAREC

Do you know how to get your ARISS laptop repaired? On the recruiter's side of the operation, it is somewhat simple. The recruiter's deadlined Recruiter Work Station is taken to their battalion Information Management Specialist to obtain a replacement unit (a float) so the recruiter can quickly get back in business. Once they have the replacement RWS, they will then need to either place their existing hard drive in the new RWS or rebuild their data on the new RWS.

The replacement/repair process from battalion on is a bit more complicated, but the ARISS laptop repair program has been exceptional in its ability to support recruiter laptop availability requirements across 11,000 RWS in the field. Our support vendor, TELOS Corporation, provides a well above normal warranty maintenance program and has even agreed to reload ARISS software onto the laptop hard drive when the ARISS software is accidentally corrupted by the user, as a warranty repair.

For a deadlined RWS, the battalion provides an on-hand spare RWS to the recruiter and can then report the deadlined item to the USAREC Service Oversight Center to obtain a replacement float from TELOS. If the battalion does not receive a ticket number from the Oversight Center, the report was not received and should be resubmitted. TELOS ships a replacement for the deadlined RWS overnight to the battalion before the battalion returns its deadlined RWS. To speed the repair of the deadlined RWS and return it to the float stock, TELOS ships a pre-paid return shipment FEDEX waybill and other paperwork along with the replacement RWS to the battalion.

In the past few months, USAREC's laptop failure rate has outpaced the repair rate, and the turnaround time to USAREC has been impacted. In recent weeks TELOS has made positive strides, and turnaround time has been greatly reduced in most cases.

Two things battalions can do that will

make a difference are:

(1) In order to maintain a quick turnaround, TELOS must have an available supply of float equipment. Recently, there have been problems with battalions shipping items back that were different than that which was called in. It is very important that the same reported deadlined item be returned to TELOS with the paperwork provided by TELOS for that item. If not, the repair process is slowed, and the turnaround time to us is delayed. No equipment should be sent back to TELOS which does not have the proper authorization or paperwork.

(2) Also, we must return the deadlined item back to TELOS quickly so they can repair it and place it on the float shelf to be ready for the next call. TELOS provides the box, the shipping authorization and the paperwork. Once the property documents have been adjusted, the item can be packed and ready for FEDEX. If a reported deadlined item is not returned within 30 calendar days, TELOS may be authorized to cease service to the requesting organization until the item is either returned or the problem is resolved. Placing items into float stock only slows down turnaround time for us.

TELOS maintains a web site which can be used to determine ticket status and component due back status at <http://helpdesk.telos.com/jriss.htm>. If an item is shown in an incorrect status, notify the POC listed below.

Recruiters can also make a difference by being careful and using common sense. Over the past months several laptops, or their components, have been damaged needlessly. Examples include being damaged by a dog, being pulled off a desk when the applicant tripped over the power cord, being used as a tire block, and simply dropping the laptop and breaking the \$1,000 screen. On a few occasions the laptop was laid on the car's front seat, and when the brakes were applied too hard, the laptop fell forward and was damaged. Of course, these incidents have resulted in Reports of Survey.

Warranty repairs for non-ARISS IBM Thinkpad Office System (doesn't have the decal) peripheral items purchased

from TELOS (e.g., monitor, port replicator, keyboard, etc.) are conducted under the TELOS Mailback Repair Program. TELOS will repair and return the item within 30 days of receipt. The TELOS contact number for these items is 1-888-252-8356. TELOS should be contacted prior to shipping.

The Point of Contact for ARISS laptop repair issues is James L. Richards, ISA-USAREC, DSN 536-1303, Commercial: 502-626-1303, FAX: 502-626-0977.

Pagers in USAREC

by Mr. Jim Burt, ISA-USAREC

Those who have received the Command's new pagers over the last six months know that fielding has not been completely trouble free. Some pagers would not work in certain areas due to local coverage issues. Textual based paging was dropped because of contracting and funding issues except for specific users.

A nationwide buy on pagers was initiated by the command in order to assist in the recruiting process, and the commander allocated 220 pagers to each brigade for their selection of positioning. ISA-USAREC centralized the buy to leverage the price and allow tracking of costs for possible increases in pager numbers. SkyTel was eventually selected as the most capable vendor to integrate the nationwide contract. No company in the country today has the whole nation in full coverage so all have to negotiate with other major companies and independents (local companies) to obtain cross use agreements. In some cases SkyTel pagers' internal circuitry had to be completely replaced with "Mom and Pop" pager compatible electronics. Because of this, some of the new pagers were not working or had areas of lapse. All units reporting problems to date have had their units swapped out or fixed.

If you have any questions concerning pager service, direct all your calls to Mr. Jim Burt at ISA-USAREC (502) 626-0033.

The Montgomery GI Bill - Selected Reserve Kicker

—More incentive for a six-year enlistment

The Montgomery GI Bill - Selected Reserve Kicker (MGIB-SR Kicker) is an incentive available to participants of the Montgomery GI Bill - Selected Reserve Program. It offers additional educational dollars to personnel who enlist in OCAR-designated critical units and skills for a six-year period. The MGIB-SR Kicker will be used to encourage and retain membership in critical US Army Reserve Troop Program Units (TPU).

The MGIB-SR Kicker will be offered at the time that qualified personnel enlist into selected critical OCAR designated units. Non-prior service personnel will be required to enlist in a designated unit and MOS in order to qualify for the kicker.

How it works

The MGIB-SR Kicker will provide up to an additional \$350 a month directly to the soldier. Successful TPU participation will provide payment up to 36 months. There are three separate dollar amounts that applicants can receive: \$100, \$200 or \$350. REQUEST reflects the authorized dollar amount.

At time of enlistment, the guidance counselor will execute DA Form 5435-I-R, Statement of Understanding - The Selected Reserve Montgomery GI Bill Kicker Program (10 USC 16131) addendum. The kicker is subject to recoupment should a TPU member be declared an unsatisfactory performer or participant. Soldiers will not receive any kicker payment prior to becoming fully qualified with all digits necessary to be considered DMOSQ and a mobilization asset. Eligibility for MGIB-SR kicker will be suspended in conjunction with suspension of eligibility for MGIB-SR basic benefits.



At the time of enlistment, non-prior service members must commit to maintain membership in an OCAR-designated (critical) unit and in a designated MOS for six years.

To qualify

The rules to qualify for the MGIB-SR Kicker are along the same lines of the basic MGIB.

- A soldier can only be granted the MGIB-SR Kicker once.
- The soldier must be a high school graduate or equivalent.
- The soldier must score 31 or better on the AFQT.
- The soldier must complete IADT and other required training such as additional skill identifiers so that they are considered DMOSQ for mobilization.
- The enlistment commitment is for six years in the TPU.
- The soldier will have a 10-year eligibility window to use the kicker.

Exceptions

There are some exceptions to maintaining the kicker if the soldier does not remain in the same Selected Reserve TPU and MOS for which they enlisted. If a soldier is reassigned involuntarily

from the kicker unit or MOS due to the needs of the service, the member will continue to receive the kicker incentive. If the career path or promotion path requires the soldier to move to another unit or MOS, the member will keep the kicker incentive. In general, the same rules that guide the MGIB-SR will guide the new kicker program.

Suspension or termination of benefits

There are some rules that will cause the suspension or termination of the MGIB-SR Kicker. The soldier must continue satisfactory membership in the TPU for all six years. Soldiers will lose the kicker if they are discharged or separated from the TPU for any reason other than mentioned above. If the member volunteers to transfer out of the unit and or MOS for any reason, payment will terminate. If the soldier receives any adverse action (e.g., unsatisfactory participation, legal holder, etc.) they will lose the kicker.

Other incentives apply

As a general rule, a critical unit and skill is identified as being one that is below 75 percent strength in a TPU (Tier 1A-2B). The skill will also pay an enlistment bonus of \$5 or \$8K under the Selected Reserve Incentive Program (SRIP) and \$10 or \$20K Student Loan Repayment Program (SLRP). A separate memorandum will be published by OCAR every six months to indicate the OCAR designated units and skills.

Specific questions can be answered by following the guidance outlined in Chapter 8 of AR 135-7. The rules for the kicker are the same as the rules for the MGIB-SR program. 🛎

The Chaplain's Motivational Notes



by
Chaplain (LTC) James Neely
USAREC HQ

We usually think of "opportunity" as our own chance to take a major step ahead in life. But do we ever think of "opportunity" from God's perspective? Our worst circumstances may be God's best opportunity to bring new meaning to our lives. Perhaps it is true that "Man's extremity is God's opportunity." The story below, "Why Is God Doing This To Me?" encourages us to put our trust in God, not ourselves.
— Ch (LTC) Jim Neely, HQ USAREC

Why Is God Doing This To Me?

"I am a good person, yet I lost my son, my wife, and my farm in the past two years. I feel like a zombie. Why is God doing this to me?" — Henry

Dear Henry,

Why bad things happen to good people is a question that has been asked since the time of Adam and Eve. There is no fully satisfying answer to the question. The fact that this has been happening to millions of people for centuries does not answer the question. We still ask why.

There are some things, however, that can be said and may be consoling in some degree. One thing our faith tells us is that God does not cause pain. Since pain is an evil, it cannot come from God, whose nature is so good and so loving that nothing bad can flow from it.

Nevertheless, a common belief throughout the centuries, especially in Old Testament times, was that God was behind every earthquake and in every tidal wave and that everything, both bad and good, came from God. These people sincerely believed that God caused all disasters. It was even thought that when crops were good God was rewarding people for a good life. When crops were bad, God was punishing people for their sins. Even today some believe that being rich is a sign of God's approval.

The parable of the prodigal son is a dramatic example of how God views sinners. The son had taken his share of his inheritance and had squandered it in loose living. When he came to his senses and returned to his father, he was received with open arms. The father never asked him where he had been, what he had been doing, or how he had spent his money. He only knew that his son was back, and that was cause for rejoicing. He had the fatted calf killed for a feast; he had a robe put on his son's shoulders and a ring on his finger.

God, not causing evil, can and does draw good out of evil. One of the most consoling teachings of the church has to do with the redemptive nature of suffering. We can use suffering to grow in love of God and neighbor. We can use it to come to our senses when we are blinded by greed and ambition. No person of faith has to suffer in vain.

Author - Fr Bill Mckee, C.S.S.R.



The Way I See It

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instructions on the back of this form, postage free.

Please be as detailed as possible when citing examples for improvement. Recruiters, support staff, and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are *not* required.

Dear Chief of Staff:

Teamwork: Working together as a team, we can accomplish more than working as individuals. Share your vision for the future of the US Army Recruiting

Command. All forms are mailed to and received directly by the USAREC Chief of Staff, Fort Knox, Ky.

Fold here second and secure with tape

DEPARTMENT OF THE ARMY
HEADQUARTERS
U.S. ARMY RECRUITING COMMAND
FORT KNOX, KY 40121-2726

OFFICIAL BUSINESS



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO. 600 FORT KNOX KY

POSTAGE WILL BE PAID BY ADDRESSEE

ATTN: RCCS (CHIEF OF STAFF)
COMMANDER
US ARMY RECRUITING COMMAND
1307 3RD AVE
FORT KNOX KY 40121-9972



Fold here first

All "The Way I See It" forms received by the USAREC Chief of Staff are handled promptly. Those that are signed and include a phone number will receive a phone call within 48 hours of receipt. Those with addresses will receive a written response approximately 3 weeks from receipt.

A recruiter writes:

There has been a lot of talk about our advertisements of late. They do not seem to be grabbing the attention of our target age market as hoped. I am sure there are plans being implemented to improve on this, but here is another idea.

NASCAR is the fastest growing spectator sport in the nation. Every weekend over 100,000 people are in attendance (the bigger tracks close to 175,000) and millions watching on TV. I know it is not feasible to sponsor a car for an entire season but what about "ONE" race? A race on a special weekend, i.e., Memorial Day weekend. They have a special race weekend at Lowes Motor Speedway (better known as Charlotte Motor Speedway.) There are military color guards and displays all over the place. Why not sponsor a car for just that race? I picture USAREC sponsoring a car with a base coat of white and a large Uncle Sam on the hood with his "I Want You" slogan. Along the fenders could be "GO ARMY" and www.goarmy.com, and across the rear deck could be our 1-800 number. The car could be unveiled about a month prior to the race at a special unveiling ceremony which would get special coverage by ESPN and RPM Tonight, not to mention local news across the nation. Next you have the making of the DIECAST Collectible cars (both 1/64 and 1/24.) Thousands of these will be sold in stores, at the tracks and possibly on QVC. Sweatshirts, t-shirts, hats and posters also. This guarantees not only advertising for that race but for months to follow. No other branch has done or is doing this. It is "Out of Box" thinking, but you will get tremendous exposure to a market where you have people who love adventure, mechanics and engineering. We could lead the way with a new direction of advertisement.

Bottom line here is how much continued advertisement you could get out of this? Months and months worth. There are so many organizations and sponsors trying to get into NASCAR right now, it is unreal. What about a massive reenlistment ceremony with the car present? The possibilities are endless. Also, the Memorial Day Race is one of the biggest for market exposure, and all the schools across the nation just got out or are getting ready to, so let's plant Army in their heads.

Chief of Staff responds:

Thank you for your response to "The Way I See It" program on the opportunities offered to Army recruiting advertising by NASCAR. The energy and excitement of your proposal evoke the enthusiasm of NASCAR fans, and the research you attached accurately reflects the great potential NASCAR offers Army for reaching prospects.

Right now, Army and DoD officials are reviewing the legality of our participation in the Memorial Day 2000 NASCAR Coca-Cola 600 race at the Charlotte Motor Speedway. If this were approved, an Army car could represent us in that event.

The Joint Ethics Regulation (DoD 5500.7R) governs "Official Participation in Non-Federal Entities" paragraph 3-206 and 3-209) and also limits endorsement by the Government of private entities. Under this regulation, advertising such as what the Army did with Don "The Snake" Prudhomme in the mid-1980s may be interpreted as selectively benefiting or endorsing a non-governmental entity or activity. The regulation prohibits benefiting or endorsing or appearing to benefit or endorse any private, non-governmental entity or activity.


The participation in the Memorial Day event has been offered to DoD for all the services and without any investment of federal funds to support any of the cars or teams to be designated as representing a service. These two facts make it quite different from what you propose. We have confirmed that the Marine car introduced by Dale Earnhardt's team recently was done without any government funds. We hope that DoD's review of the Memorial Day event can lead to an Army presence at the Memorial Day 2000 event. Several NASCAR teams have offered public service partnerships with Army Recruiting, and maybe we'll see this happen.

However, what you propose, sponsoring or investing in a specific team or car, is still interpreted as prohibited under the Joint Ethics Regulation, as selectively benefiting or endorsing a non-governmental entity or activity. Equally so, participating in the creation of or endorsing the retail sale of model cars, hats, shirts, or other items for private profit is illegal for us as a government agency.

A second concern working against your proposal is the strict level of accountability to which we are held in the use of advertising funds. We have explored whether the purchase of space on the side of a race car could meet the criteria for the purchase of advertising space, as opposed to sponsoring or endorsing a car, driver or team. Within that context, we have considered research on gate admissions and demographics of race attendance as to the number of seconds of national television airtime achieved by race cars. None of this research shows that advertising on race cars would achieve meaningful message impression of Army advertising messages, based on the space available, length of exposure time, frequency of exposure, and targeted reach against the prospect audience.

Nonetheless, like you, our advertising experts have been exploring how to capitalize on the growth of NASCAR popularity for Army recruiting.

It's the individual efforts of motivated recruiters like you, more than organizational sponsorships involving millions of dollars, which create success. Thank you for your excellent suggestion and for your participation in USAREC's "The Way I See It" program.

P.S. Hope this doesn't sound too bureaucratic – but some great ideas just can't be implemented because of ethics rules and laws. 

Prepared for Basic

– Drill sergeants suggest ways to prep your DEP

*Story and photos by
Gary Bloomfield
Kansas City A&PA*

For many young soldiers, Basic Training is the most difficult two months they've ever been through. Before shipping out they may have seen some of the humorous movies, such as "In the Army Now," "Renaissance Man," "Stripes," or "Private Benjamin," all of which make light of the rigors of Basic. But once they get there and realize "it ain't all fun and games," they may feel that enlisting in the Army was the biggest mistake of their young lives.

Most gut it out and meet the challenge. Others simply give up. But whether they quit because of the physical demands or emotional turmoil, they realize too late they weren't prepared.

Drill sergeants, such as those at Fort Jackson, S.C., work with young soldiers and give them every chance to succeed and graduate from Basic. But they also know many new soldiers aren't prepared, and they question why they weren't ready to "hit the ground running" from the very first day they arrived.

Being Prepared Physically

SSG Gregory Roark from Co. A, 2/39th Battalion, is a former recruiter from Eugene, Ore., and he notes that a small number of new recruits arrive at Fort Jackson overweight and physically unfit.

Roark said, "Recruiters should concentrate on the screening process as far as medical questions. If anything is in doubt, then take the time to find the answer before sending the soldier here, where pre-existing medical conditions, such as asthma, may be uncovered. This

would save the Army a lot of time and money."

Roark is aware of exposing DEP members to physical activities but added, "They can sign a waiver sheet to participate in physical fitness with their recruiter. Start getting them to do push-ups and sit-ups before they ship out. If it's done smart and done right, you can get them ready without hurting the soldier, and it would benefit them when they get to Basic.

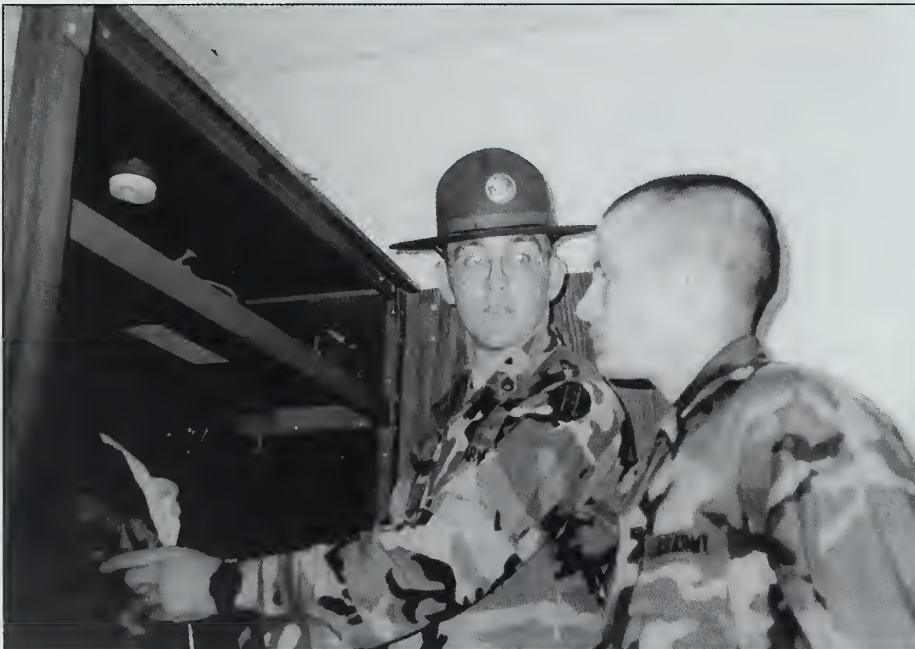
SSG Cunny D. Love has been in the Army for 13 years and is also concerned about the recruits who are out of shape and overweight.

Love states, "We give them a diagnostic physical training test during their first three days here, and many can't run. Some can't even do one push-up or sit-up, and this really hurts their progress right from the start. For example, recently out of my platoon of 56 recruits, only 11 passed that initial PT test."

Love is aware that many recruiters don't expose their DEP members to PT because of the risk of getting hurt and not being able to ship. "But instead, they get here and get hurt because they haven't done any physical activity," he said.

Even the type of running shoes each recruit brings to Basic can have an impact. "Some of them may have high arches and may need more support," Love explains. "They need to match the type of shoe they need to their own feet, not just go out and buy the cheapest pair they can find. The wrong type of shoe can lead to ankle injuries, back pain, and stress fractures. Those soldiers end up staying longer, and naturally get discouraged, seeing their buddies move on and graduate."

SSG John Taylor notes that the



Private Anthony Satter stands by as drill sergeant SSG John Taylor inspects his locker at Fort Jackson, S.C.

running is the hardest part for most recruits, especially those who are overweight. "I know what the regulation and guidance says, but just because they are allowed to be up to 40 percent over their body weight, that's too extreme," Taylor said. "They can't expect that soldier to lose all that weight and get in shape. They need to encourage them while they're still DEP members to start working out."

SFC Raymond McClurkin added that the recruits who can't cut it physically are sent back to the reception battalion, where they perform PT twice a day, learn about nutrition to get their weight down, and get in shape to rejoin a Basic Training company. "They can stay there up to 30 days, and if they don't get in shape by then, they're discharged and sent home."

ISG Miguel Sanchez at the Fort Jackson Replacement Battalion's Fitness Training Company notes, "In many schools today there is no longer any physical fitness requirement, and we see the result of that here every day. This is the first generation where the parents are in better shape than their children."

SSG Alfred Gehr works with those recruits at FTC who are overweight and out of shape. "They typically don't have upper body strength and can't do long-distance running. They get sent here to the Fitness Training Company for three weeks where we work with them to build up their cardio-respiratory system. They get classes on proper diet and

nutrition, weight training, plus lots of physical training."

Gehr believes that if more recruiters would encourage their DEP members to start some form of physical activity, there would be fewer unfit recruits when they get to Basic. "Those statistics would decrease because the [physical] quality of the soldier would increase. A lot of money would not be wasted on soldiers who travel all the way to Basic Training, sprain an ankle, go through three weeks of added fitness training, then either begin Basic Training or get discharged and sent home."

Another instructor at Fort Jackson's FTC is SSG Roswell Ray Jr., who explained that soldiers assigned temporarily to his unit receive more physical training than recruits in a Basic Training unit.

"On Mondays, Wednesdays, and Fridays we do total body fitness in the morning for up to three hours, and then in the afternoon we go to the weight room and stay there for approximately three more hours."

Normal mess hall food at FTC is pared down to get the overweight recruits to lose weight. "All fattening foods, like pastries, are removed from the dining facility here and replaced with fruits and vegetables," notes Roswell. "These soldiers also watch training videos to learn about proper diet and nutrition."

Dealing with the Emotional Turmoil

Being away from home for the first time and the isolation of not being able to talk with friends and loved ones on the phone can be traumatic for a young soldier, especially during the first few weeks of Basic. Love explained that soon after arriving at a Basic Training company, each soldier is paired up with a "battle buddy," to help them emotionally, so they have a peer they can talk to and depend on, and help push them when they may feel like giving up. This reinforces the team aspect, and then they can see that everyone else manages to



Private Richard McMillion (rear) and Private Ronald Howell do push-ups while drill sergeant SSG Roswell Ray Jr., works with them at the Fort Jackson, S.C., Reception Center.

get through it and they can too if they just stick with it.

"The majority of the people who first come into the Army are not emotionally ready for the separation, being away from home for the first time, and having a lot of money which they spend on junk," explains Gehr. "Then when they need a personal hygiene item like soap or a toothbrush, they don't have any money left. It's a big step, and some can't handle it."

"That first week we see a lot of these soldiers down in the dumps because they miss home," explains McClurkin. "But after that second and third week, they get involved with everything and then they're good to go. To help them get through those early weeks, I would encourage their family and friends to write them letters so they get the emotional support they need. If you could see the looks on their faces when their buddies get mail and they don't, many of them feel almost abandoned. It hurts them. We also encourage them to call home."

For many recruits, their emotional well-being is as important as their physical fitness in ensuring that they successfully graduate from Basic. But according to drill sergeants at Fort Jackson, it's critical to prepare these young soldiers long before they even leave home for the rigors of what may be the most difficult thing they ever do in their life. 🏠



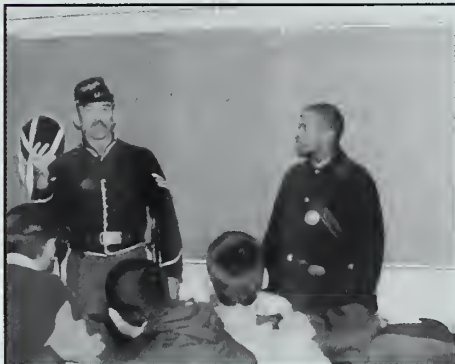
SSG Alfred Gehr works with privates to get them in shape at the Reception Center at Fort Jackson. Private Tonya Davis does sit-ups while Private LaTonya Grace holds her ankles.

Bringing the Civil War to life

*by the Sacramento Recruiting Battalion A&PA staff
photos by Rena Clark*

Shrill bugle commands – Guidons out! walk! trot! gallop! charge! – accompanied by the menacing hiss of an 1860 Army cavalry saber being drawn from its scabbard. For the 40 students in the high school US history class, it's time to visualize a thousand blue-clad Union Army horsemen executing a pounding cavalry charge during the American Civil War.

It's all part of the Civil War Soldier



Gil Hogue, as a Union Army cavalry sergeant, shows a soldier's canteen to the class. A student volunteer dressed in an infantry uniform, watches.

history class offered to high schools and colleges by Army recruiters in Northern California and Western Nevada. The classes are conducted by Gil Hogue, A&PA chief, Sacramento Recruiting Battalion. Hogue, a military historian, re-enactor and hobbyist, makes his presentations available to support Army recruiters in the battalion area.

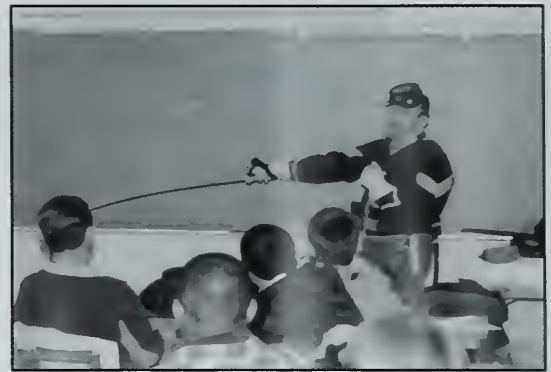
"The classes help recruiters gain access to their schools," says Hogue, "by offering teachers a historically accurate instructional asset that otherwise wouldn't be available to them."

Hogue's class covers uniforms, weapons and tactics, and lives of Union and Confederate soldiers. He begins with a short overview of what the war was about and its significance, and proceeds to a discussion of his uniform. ("Can anyone tell me if this uniform is for Infantry, Cavalry or Artillery?") Then comes tactics, including the aforementioned cavalry "charge." At another point, Hogue demonstrates an infantry attack and defense, using a student from the class. The student volunteer is dressed as an infantryman, and placed "behind a stone wall," while Hogue commands the "attack." At each point he describes what would happen – "Cannons fire double-loaded canister, men go down by entire ranks."

He tells stories about the estimated 500 women who fought in disguise during the War, including a female soldier whose photograph, in uniform, still exists. He shows examples of the dreaded Minie Ball rifle bullet, both newly cast and flattened originals dug from battlefields ("hit something, could have been a tree, a rock or a soldier..."). He describes foraging for food – stealing it from civilian farms – a common activity of Civil War soldiers, and



Gil Hogue answers questions from students following his class.



Hogue demonstrates the cavalry saber during his Civil War soldier class.

demonstrates a piece of hard tack biscuit by tapping it against a desk. "Remember, boys, if you run out of ammunition, throw your hard tack . . . hits 'em between the eyes, it'll kill 'em for sure!"

In graphic detail, Hogue describes medical service of the time, including amputation, the most common surgery. And finally, he urges the young audience to someday visit a Civil War battlefield, stand on the ground where they fought, and "imagine what it must have been like."

"I try to generate an appreciation for the sacrifices of Civil War soldiers," says Hogue, "and, concurrently, for the sacrifices of US soldiers of all eras, including today."

To ensure the Army recruiting connection, a recruiter always accompanies Hogue. There is a short recruiting "pitch" before the class about modern Army opportunities, and lead cards are handed out and collected. On the average, he says, about 20 percent of the students fill out lead cards. Last year, recruiters reported approximately 10 enlistments from leads generated at the classes.

Hogue has received many accolades from schools – and many schools invite him back year after year. One school principal wrote: "The presentation was truly the finest on the Civil War that I have seen outside the actual battlefield parks."

Hogue offers similar classes on other historical periods, but the Civil War class is by far the most popular with high schools. "It's the war that captures the students' and teachers' imaginations," he says. 📖

Hometown Recruiting Assistance Program working in Kansas City

*Story and photos by
Sharlene Reeder-Jorgensen
Kansas City Recruiting Battalion*

With the Army's push to emphasize the Hometown Recruiter Assistance Program, stations in the Kansas City Recruiting Battalion have been inundated with numerous young soldiers who want to spend a few more weeks at home between training assignments and their regular entry assignments. Two of these young soldiers spent time at the Independence, Mo., Recruiting Station being mentored in the art and appreciation of the US Army's recruiting force, by station commander, SFC Henry Lasker.

Second Lieutenant Becomes HRAP Soldier

2LT Micah S. Green, a 1993 graduate of Oak Grove High School, Oak Grove, Mo., is temporarily working with recruiters in Independence, Mo. He enlisted in the US Army in 1993, and after completing Basic and advanced individual training as an infantryman, Green applied for and graduated from the US Army Military Academy at West Point, N.Y. He is currently a mechanized infantryman trained in air defense artillery. He will go from Independence to Ft. Bliss, Texas, where he will attend officer basic and air defense courses.

"I've always wanted to be a soldier," Green said. "I want to make it a career,

then retire early-after 20 years and set out on a second career-maybe as a veterinarian."

Green believes in the seven Army values: loyalty, duty, respect, selfless service, honor, integrity and personal courage. The first letter of each word make up an abbreviation for leadership-LDRSHIP.

"All the Army values revolve around this one beginning. You can't have one of the values without all of them. They're all interrelated," he said.

His recommendation to young people who might be interested in joining the Army- "Take advantage of all you can and NEVER GIVE UP!"

"My mom supports my choice to become a soldier. She let me make my own decision," he said. He looks up to his mother as well as another mentor in his life, CPT Shankle, his commander in Infantry Basic Training. "I admired him for his influence and guidance," Green added.

Green is the son of Martha Jo Yates, Oak Grove, and Bryan Martin, also of Oak Grove. He enjoys rock climbing, fishing and racquetball. He also likes to work on cars and race them. He has competed in the 1/4-mile drags.

When his temporary assignment here is up he'll take a permanent assignment at Ft. Campbell, Ky., as a Platoon Leader.

Specialist impresses students and teachers in his hometown community

SPC Melvin Keith Barnhart, who graduated from Grain Valley High School in 1995 as an honor student and Eagle Scout, and DeVry Institute in 1998, has come home for a 30-day temporary assignment, to help US Army recruiters in the Independence, Mo., recruiting station recruit for the world's greatest Army. Barnhart joined the Army in March 1998, completed Basic Training at Ft. Jackson, S.C., and continued with advanced individual training at Ft. Gordon, Ga., in

the field of Satellite Communications Networking Control Systems.

"I really liked Basic - especially the obstacle courses we had to run. I was most impressed with the teamwork required to complete the objective. It was good to see people of different demographics working together for a common goal," Barnhart said.

"I've talked to a lot of military people who have gained valuable experiences as soldiers," he added.


"Mr. Schlagle, a Votech instructor at Osage High School, in Independence, probably taught me the most. He gave me a lot of guidance and I respected him for his professionalism and discipline," said Barnhart.

One of Barnhart's goals is to go to the Army's Ranger School where he'll learn survival techniques and extended discipline. "I got involved in kick boxing and judo when I was at Ft. Gordon. It was a good experience. The Army's been a good experience. Will I stay in? I don't know, but I'm going to take advantage of all I can while I'm here."

Barnhart is the son of Wanda L. Barnhart, Grain Valley, and Melvin K. Barnhart, Independence. He said his father was drafted during the Vietnam Era as a military policeman, but only stayed for one tour. "My family supports my decision to join the Army," he said. "It's a good way to get money for education, I have \$30,000 waiting for me when I get out, to get my Masters." Barnhart said he'll probably continue in pursuit of a Masters in Telecommunications or Program Management.

Meanwhile Barnhart will finish up his time with the recruiters at Independence then go on to his first permanent assignment with the United States Space Command in Colorado Springs, Colo.

Soldiers Appreciate Opportunity to Spend Time at Home-Free

The time soldiers spend in their hometown recruiting is time they can spend at home without having to dig into their leave time to do so. All it takes is a request to their commander and a will to visit their old haunts and talk Army with their "old friends." 



2LT Green, SFC Henry Lasker, Independence, Mo., station commander, and SPC Barnhart.

6th Recruiting Brigade dedicates new headquarters building to a former Buffalo Soldier

Story and photo by

David Killam

6th Recruiting Bde A&PA

It was a day for new beginnings and a day to observe the past. On July 13, 1999, the 6th Recruiting Brigade dedicated its new headquarters building in North Las Vegas, Nev.

6th Brigade's new beginning was forced when the Base Closure and Realignment Committee directed the closure of Fort Baker, Calif., the brigade's home for more than 21 years. After intensive research and analysis, brigade and USAREC senior leaders decided that Nellis Air Force Base in North Las Vegas, Nev., would be the best destination for the brigade. The low cost of living, proximity to McCarran International Airport, the availability of amenities on Nellis Air Force Base for military families and countless recreation opportunities in the area led to the

decision to relocate to North Las Vegas.

The brand-new headquarters designed by the US Army Corps of Engineers and specially built for the 6th Recruiting Brigade, features space age communications, internal conference facilities and a modern space-efficient design. The building was dedicated to ISG George Jordan through a suggestion provided by Mr. George Hill, the brigade's vehicle manager.

Jordan, who was born a slave, had a highly distinguished military career in a group of largely Black cavalry troopers known as Buffalo Soldiers. The Buffalo Soldiers served with distinction throughout the American Southwest. Jordan received many commendations in his career, including the Medal of Honor.

The dedication ceremony was held outdoors on the building's parking lot, right next to Sergeant George Jordan Avenue. The City Council of North Las Vegas renamed the street next to the side

of the building at the brigade's request. The ceremony opened with music provided from the 34th US Army Band from Fort Huachuca, Ariz., which was in the area participating in TAIR events. Also present were re-enactors of the original Buffalo Soldiers, who provided a visual reference to the historical soldiers who were being lauded.

The ceremonies began with the North Las Vegas police blocking off North 5th Street, which fronts the brigade headquarters. The Golden Knights Black Team, led by SFC Billy Vansoelen, landed one after another on North 5th Street. Once carried an American flag that had flown over the nation's Capitol. Altogether, five Golden Knights demonstrated their expertise by landing on a small spot in the road established by the team's ground control NCO.

COL Gary Carlson, the brigade commander, gave a speech outlining the types of hardships and sacrifices that Jordan and other Buffalo Soldiers had made, and challenged today's recruiters to make sacrifices in the same spirit as the Buffalo Soldiers.

Next, Carlson and CSM Stewart, 6th Recruiting Brigade's sergeant major, unveiled a plaque dedicated to Jordan.

The commanding general and deputy commanding general west of USAREC were on hand for the dedication. Other VIP's on hand were: Mr. Bud Kramer, representing Governor Guinn's office; Ms Ida Gains from Representative Harry Reid's office; Ms Brenda Williams from Senator Bryan's office; Ms Pieper Overstreet, for Representative Shelley Berkeley; COL Faye McDowell from the US Air Force's 99th Logistics Group; Ms Shari Buck from the Planning Commission of North Las Vegas and Mr. Robert Joe from the Los Angeles District of the Army Corps of Engineers. 🦋



COL Carlson and CSM Stewart unveil the monument to Jordan.

“When I grow up I wanna be a soldier...”


*Story and photos by
Gary L. Bloomfield
Kansas City A&PA*

When junior high and middle schools host career awareness days, they typically call the local fire and police departments, the public utilities, hospitals and recruiting offices to bring out vehicles and have someone talk about their job. Recruiters who don't feel it's a "waste of time" to spend half a day with these underage teens often just get a HUMVEE from the local Reserve center and park it next to the firetruck, the police car, the ambulance, and the phone truck in the school parking lot.

But when school children from the Kansas City area showed up for the Red Ribbon Rally at Minor Park recently the boys gravitated over to the HUMVEE

and the Army challenge event.

Twenty yards off were two piles of equipment: BDU pants and shirts, overshoes, helmet, sleeping bag, entrenching tool, mess kit, canteen and duffel bag, all provided by the local Army Reserve Center in Kansas City, Kansas. Two of the boys had to race down, put on the uniform, helmet and boots, then put everything else in the duffel bag and race back.

Sounds simple enough except that the pants were 20 sizes too big and kept falling down, the helmet kept tumbling off, and the gosh-darned sleeping bag just wouldn't fit in the duffel bag no matter how much shoving and stomping they did. And by the time they hauled everything back to the starting line – “Don't even think about leaving anything behind” – they were exhausted ... and couldn't wait to do it again, for real. 



Bobby Dunn may not like waking up in the morning, but he sure loves playing Army. Of course, two steps later it really got ugly when his BDU pants fell down.



Left: Parma, Ohio, Recruiter, SSG Robert Bibby, explains the contents of a DEP packet to GEN Eric Shinseki during his trip to the Parma Recruiting Station on July 9, 1999. (Photo by Tim Turpin, Cleveland Bn A&PA)

Right: GEN Eric Shinseki is given a tour of the Cleveland Military Entrance Processing Station on July 9, 1999. Pictured from left are: Cleveland MEPS Commander, LTC Angelo Nuzzo; USMEPC Commander, COL Michael Weimer; GEN Shinseki; and USAREC Commander, MG Evan R. Gaddis. (Photo by Perry Edelbergs, Cleveland Bn A&PA)



Correctional officers trade in guard uniforms for BDUs

*Story and photo by
Sharlene Reeder-Jorgensen
Kansas City Bn A&PA*

Kit Carson Correctional Facility in Burlington, Colo., is losing two of its medium security correctional officers to the US Army. April and Jeremy Buskirk, from Goodland, Kan., have joined the Army and left for Basic Training in August — April to Ft. Jackson, S.C., and Jeremy to Ft. Benning, Ga.

Jeremy will join April at Ft. Jackson for advanced individual training upon completion of Basic. He's chosen to become a legal specialist for the Army's Judge Advocate General Corps. As a legal specialist, Jeremy will undergo six to eight weeks of instruction in legal terminology; legal research techniques, how to prepare case files, appeals and other legal documents, and how to conduct military investigations.

The Army's legal system is similar to that of the civilian community. Jeremy will research court decisions and military regulations, process legal claims, appeals and summonses to appear in court; interview clients and take statements, prepare trial requests and make arrangements for courtrooms, maintain law libraries and trial case files, and process trial reports, pretrial agreements, and other legal documents.

In another training area of Ft. Jackson, April will train as a personnel information system management specialist. She'll learn to organize, maintain and review personnel records; enter and retrieve personnel information using computer terminals; assign personnel to jobs, prepare organizational charts, write official correspondence and prepare reports; provide career guidance; assist personnel and their families who have special needs; and provide information about personnel programs


and procedures to service men and women.

"SGT Dake and the Army counselors worked hard to negotiate exactly what we wanted," said April, of their recruiter, SSG Jacques H. Dake, Hays Recruiting Station and the counselors at the Military Entrance Processing Station in Kansas City, Mo.

"One of the biggest deciding factors for me was the opportunity and money for education," she added. "The Army also has a pretty good retirement plan."

When the Goodland couple complete their entry training, they'll be assigned to Ft. Carson, Colo., with adequate knowledge to be able to do the jobs the Army's given them.

"We wouldn't have done it if the Army couldn't have guaranteed us that we'd be assigned together on the same post," Jeremy said.

"I'm looking forward to getting back close to home to be near my parents," he went on. Jeremy is the son of Sandra and Willis Buskirk, Goodland. 



April and Jeremy Buskirk are shown here with MAJ Stan Sydenham, US Army Recruiting Battalion executive officer, Kansas City, Mo. The Goodland, Kan., couple joined the Army in July and departed for their respective Basic Training units the end of August.

The Honorable P. T. Henry, Assistant Secretary of the Army for Manpower and Reserve Affairs, visited the Phoenix Recruiting Battalion in July. He sat down with numerous battalion staff and recruiters and talked about recruiter concerns. Here, he visits the Military Entrance Processing Station before a group of enlistees take their oath. (Photo by Starlene R. Parizek)



New Mexico Governor Gary Johnson (left) signed a bill extending the New Mexico lottery tuition fund scholarships to Armed Forces veterans. Here SSG John Hensen, Santa Fe recruiter, stands with the governor and New Mexico House of Representative Judy Vanderstar Russell. Russell and Hensen worked on getting the bill passed. "The way it was before, a student couldn't use the lottery if they joined the Army," said Hensen. "I wanted to do something about it, because it was our biggest objection from a possible enlistee.") Photo by Starlene R. Parizek)

1. How soon can applicants be given a retest on the ASVAB, after the initial test?

- a. One month
- b. Two months
- c. Three months
- d. Six months

2. Subsequent ASVAB re-tests may be given no earlier than?

- a. 30 Days
- b. 1 month
- c. 6 months
- d. 1 year

3. The MEPS Commander has authority to immediately retest applicants who could not complete the test due to an illness that existed prior to the start of the test.

- a. True
- b. False

4. A recruiter may retest an applicant for the sole purpose of qualifying for a specific option or program.

- a. True
- b. False

5. The MEPS Commander may require a retest of an applicant who scored _____ points higher on the AFQT than their previous test.

- a. 5
- b. 10
- c. 18
- d. 20

6. The 1984 Act that outlaws unauthorized access of federal government computers was called:

- a. Electronic Communications Privacy Act
- b. Computer Fraud and Abuse Act
- c. Computer Matching and Privacy Protection Act
- d. Computer Abuse Amendments Act

7. The capability of an operating system to handle multiple processing tasks apparently at the same time is a definition of:

- a. Customizing your desktop
- b. Downloading
- c. Key stroking
- d. Multitasking

8. When conducting a RA Multi-Media sales presentation while in the money screen, you can access the Foreign Language Proficiency Pay Chart by using the Hotkey:

- a. L
- b. P
- c. F
- d. C

9. When in the Packet Projection Plus program, from which of the following screens can you access Aliases, Witness, Foreign Languages and Insurance?

- a. Background

- b. Family
- c. Personal
- d. Parental Consent

10. When pulling and distributing Leads and Messages, the Tab that displays CLL, Leads and SASVAB is the:

- a. Task Tab
- b. Applicant Record Tab
- c. Messages Tab
- d. Lead Tab

11. Upon identification of the UXO, retire to a safe distance and make certain that the correct evacuation measures are being enforced. Do not remain in the immediate danger area any longer than _____.

- a. 3 minutes
- b. 5 minutes
- c. 10 seconds
- d. Absolutely necessary

12. The ultimate objective of OPSEC is to prevent the enemy from obtaining sufficient advanced information to predict friendly operations or capabilities.

- a. True
- b. False

13. The IM174 series radiacmeter is a radiation detection instrument that measures Gamma radiation. It has a dose rate range of _____ to _____ centigray (cGy) per hour.

- a. 0 to 800
- b. 1 to 30
- c. 1 to 500
- d. 0 to 60

14. The IM93 dosimeter has a scale of _____ to _____ cGy graduated in 20 cGy increments.

- a. 0 to 300
- b. 1 to 75
- c. 1 to 450
- d. 0 to 600

15. The observer and recorder should switch duties every _____ to _____ minutes, because the visual efficiency of an observer decreases rapidly after that length of time.

- a. 15 to 30
- b. 25 to 40
- c. 20 to 30
- d. 19 to 45

The answers to this month's test can be found on the inside back cover.

GOLD BADGES

RSM August & September 1999

ALBANY

SSG Gregory Moore
SGT James C. Adams
SGT Stephen E. Nelson

ATLANTA

SFC Scott Kelly
SSG Duane Smith
SSG Errick Mclean
SSG Karl Smith
SGT Robert Bonham

BALTIMORE

SFC David Barnes
SFC Andrea Griffin
SFC Audrey Harris
SFC Mickey McQuain
SFC Derrick Newell
SFC Albert Roberts
SFC Darrin Woodland
SSG Devilyn Boyles
SSG Errington Licorish

BECKLEY

SFC Michael Thompson
SSG Stephen Kreider
SSG William Lockler III

CHICAGO

SSG Rosalind Abrams
SSG James Carroll
SSG Charles Ransom
SGT Rory E. Carothers

COLUMBIA

SFC Barbara A. Latigue
SSG Randall S. Wright

COLUMBUS

SSG Phillip Brewster Jr.
SSG Teresa A. Fineran
SSG Steven Hughley
SSG Edward Mounts
SSG Robert M. Riley
SSG Andrew Santoleri
SSG Darryl L. Thomas
SSG Christopher White

DALLAS

SFC Michael Johnson
SSG Paul S. Fisk
SSG Darrell Dawkins
SSG Percy Jenkins
SSG Melissa A. Kinchen
SSG Zachary N. Petties
SSG William L. Sewell
SGT David C. Short
SGT Cesar C. Tricoche

DENVER

SSG Luis E. Matias
SSG Marvin R. Parrish

GREAT LAKES

SFC Timothy Hoffer
SFC Juan Serra
SFC Paul Smith
SFC Harold Solomon
SFC Eric Thom
SFC Miguel Valdez
SSG Jonathan Sutton
SGT Ayanna Morales

HARRISBURG

SSG Alice L. Williams
SSG Dale K. Pope
SGT Travis L. Summers
SGT Clarence Quarterman

HOUSTON

SFC Barrington Malcolm
SGT Ron Lafond
SGT Timothy Lundy

INDIANAPOLIS

SFC Mark A. Mitchell
SSG Lester D. Bryant
SSG Michael Nickell
SGT Feliece Cortez

JACKSON

SGT Gregory S. Bullock

JACKSONVILLE

SFC Orville Beeman
SFC Raymond Shaffer
SSG Donald Moon
SSG Thomas Frankhouser
SSG Bobby Vereen

KANSAS CITY

SSG Daniel E. Hughes
SGT James Plemmons

LOS ANGELES

SSG Michael Shenefeld
SSG Luis Perez
SSG Russell Pearson
SSG Theodis Johnson Jr.
SSG Joel R. Lucero
SSG Bart S. Lajoie
SSG Daniel Zavala
SSG Karl L. Harvey

MIAMI

SSG David Ahola
SSG Mark Linares
SSG Alvin Lopez
SSG Waldemar Ramos
SSG Leroy Tulloch
SGT Carlos Rodriguez

MID ATLANTIC

SSG Gregory T. Miller
SSG Darriet Patterson
SGT Anthony Hill

MILWAUKEE

SFC Cheryl Broussard
SSG Michael A. Ashley
SSG Robert B. O'Brien
SSG Edward Zurawski
SGT Keith Bukowski
SGT Darlene A. Carpino
SGT Robert Stocks Jr.

MINNEAPOLIS

SSG Scott C. Knight
SSG David C. Moulton
SGT Michael A. Fluitt

MONTGOMERY

SSG Sherry Dodd
SSG Rick Mee
SSG Carlos Sanders
SGT Jesse Ramirez

NASHVILLE

SFC Michael Cohorst
SFC Luis Jackson Jr.
SFC John Raper
SFC Ronnie Creech Jr.
SFC Woodrow Jones
SSG Mark L. Kinsey
SSG William G. Deaner
SSG Anthony Johnson
SGT Walter Cieslak
SGT Felix Montes
SGT Michael P. Riga

NEW ENGLAND

SFC Steven J. Manno
SFC Leroy E. Wright
SSG Todd Floersheim
SGT Gabriel E. Cajar

NEW ORLEANS

SFC Kerry Finnix
SFC Jacqueline Lloyd
SSG David Donaghy
SSG Alex Gibson
SSG Winston Graber
SSG Timothy Graham
SSG Allen Johnson
SSG Leonard Parker
SSG Louis A. Perry
SSG Rosalyn Richardson
SSG Juan Scott
SSG Charles Shank
SSG Lance Stribling
SSG Woa Townsend

OKLAHOMA CITY

SFC Craig A. Williams
SFC Charles G. Taylor
SSG Rachelle L. Daniels
SSG Gary A. Alexander
SSG Melvin Alexander
SSG Chad Thompson
SSG Carlos E. Watson
SGT Gary R. Critser

PHOENIX

SFC Anthony Jackson
SSG Ellen Casavantes
SSG Glenn Richmond
SSG Alvin L. Gage
SSG Eddie W. Holley II
SSG Levan F. Smith Jr.
SGT Ryan K. Barr

PITTSBURGH

SSG Ronald D. Ours
SGT Jeffrey G. Dowdy

PORTLAND

SSG Juan P. Lairopi
SSG Roberto Malibiran
SSG Vincente Affonso

RALEIGH

SFC Anthony Poole
SFC Redger Lancaster
SSG Curtis A. Lawrence
SSG James H. Taylor III
SSG Kenneth J. Brulport
SSG William J. Nabinger
SSG Michael J. Cooks
SGT Luther Anderson Jr.
SGT Willie D. Clark

SACRAMENTO

SFC Michael Darbison
SFC Tony O. Nance
SSG Douglas Brown
SSG Michael Lampley
SSG Paul V. Larsen
SSG Donald Lenmark
SSG Anthony P. Lopez
SSG David A. Neuhaus
SSG Derrick Varner
SGT Jeffrey G. Dowdy
SGT Edward Ogara
SGT Stuart Williams

SALT LAKE CITY

SFC Patrick Tompkins

SAN ANTONIO

SFC Michael A. Weaver
SFC Kenneth Luther Jr.
SFC Aric F. Stevison
SFC George P. May Jr.
SSG Eddie Castro
SSG Ralph R. Gonzales
SSG Albert Garza
SSG William T. Medina
SSG Danny Montoya
SSG Patrick Newman Jr.
SSG Cody W. Oathout
SSG Larry D. Tyson
SSG Roland Valenzuela

SEATTLE

SFC Jerry J. Carpenter
SSG Reynald A. Calata

SOUTHERN CALIFORNIA

SSG Edmundo Amezcua
SSG Herbert C. Auza
SSG Steven L. Hulbert
SSG Eric W. Piernas
SSG Lee A. Ward
SSG Rany W. Wood
SGT Mark R. Raymond

ST. LOUIS

SFC Wayne Pearson

SYRACUSE

SFC James B. Butcher
SFC Jay Villa
SSG John Blakeney Jr.
SSG Tommy W. Deel
SSG Mark P. Michels
SSG Kippen Wickwire Jr.

TAMPA

SSG Robert Hawkins
SSG Gary Stiteler



RSM August & September 1999



BECKLEY

1SG Walter L. Mayes

BALTIMORE

1SG Eddie Howard

COLUMBUS

SFC Barbara Moorman

DALLAS

SFC Frank E. Leach
SFC Michael G. Lawler

GREATLAKES

1SG Marvin McAttee
MSG Dean W. Howe

JACKSON

MSG James G. Allen
SFC Stanford Jones
SFC Johnell Joseph Jr.
SFC Roderick J. Shaw

JACKSONVILLE

SFC Phyllis Phelps

INDIANAPOLIS

MSG Jimmy Mitchell

MID ATLANTIC

SFC Arthur Lee Roten

MILWAUKEE

MSG Theodore C. Elias

MINNEAPOLIS

MSG Glen A. Ward

MONTGOMERY

SFC Beverly DeGratia
SFC Walter Stewart

NASHVILLE

SFC James G. Newton

PITTSBURGH

MSG Janette F. Campbell
SFC Right A. Ball
SFC Kelvin L. Phillips
SFC Troy D. Smith



PORTLAND

SFC Steven M. Barton
SFC Jeffrey A. Dawson

RALEIGH

SFC Brian Edwards
SFC Johnny R. Miller

SALT LAKE CITY

SFC Gregg A. Bruni

SAN ANTONIO

MSG Rodney A. Nicholes

SACRAMENTO

SFC David A. Mains

SEATTLE

SFC Gary T. Britton

SOUTHERN CALIFORNIA

SFC Susan E. Hendricks

ST. LOUIS

1SG James T. Royster
SFC Albion J. Brown

TAMPA

SFC George A. Logan

1st AMEDD

SFC Anthony Landi

3rd AMEDD

SFC Thomas Bramble
SFC David M. Cass
SFC Richard K. Pope
SFC Jack E. St. Clair

6th AMEDD

SFC Herbie E. Martin

HQ USAREC

SFC Joseph J. Svab

RSM August & September 1999

ALBANY

SSG William Barrett Jr.
SSG Perry L. Mitchell

CHICAGO

SFC Jose Luis Vazquez

COLUMBUS

SFC Michael Bruck

DES MOINES

SFC Jonathan Thomas

DALLAS

SSG Gregory Wilson

HOUSTON

SFC Tony A. Gooch
SFC Felicia Berguin

INDIANAPOLIS

SFC Steven Sherbert

JACKSON

SFC Kenneth Carter
SFC Tonlento Shinnie
SFC Joe W. Weams

JACKSONVILLE

SFC Luis Figueroa

MIAMI

SFC Rene Gonzalez

MID ATLANTIC

SFC Tracy Lamar Davis

MILWAUKEE

SFC Edward Hawkins
SFC Michael Ringer

MINNEAPOLIS

SFC Scott Townsend
SSG Paul Senn

MONTGOMERY

SFC Stanley Lewis
SFC Bobby Segars
SFC Kevin Smith
SSG William Scott Jr.
SSG Steven McKee

PHOENIX

SFC Paul A. Grise
SFC Christopher N. Hiatt
SSG Richard W. Teaney Jr.

NASHVILLE

SFC Claudia Milton
SFC Lamont Rethlake
SSG Roy Allen Jr.
SSG Gene Rabideau
SSG Michael Stellpflug

NEW ORLEANS

SSG Arthur S. Elliott

PITTSBURGH

SFC Michael Springel
SSG James L. White

PORTLAND

MSG Adair L. Shearer
SFC Kaleoaloha Chong
SFC Matthew Dydasco
SSG Patrick B. Suttan

RALEIGH

SFC Lucy M. Robinson
SFC Tommy J. Spencer
SFC Walter C. Batey
SSG Calvin N. Boyce
SSG Mitchell L. Archer
SSG Douglas Mitchell
SSG Derrick M. Jackson

SACRAMENTO

SFC Gerald Matthews
SSG Glenn M. Marlin

SEATTLE

SFC Gilbert Sandoval

SOUTHERN CALIFORNIA

SSG Frank L. Hines Jr.

ST. LOUIS

SSG Calvin Hamby

TAMPA

SFC Michael W. Hargis

1st AMEDD

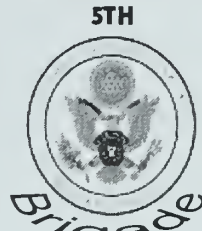
1SG David W. Bower
SFC Glennon L. Stalker
SSG William C. Jolley Jr.

3rd AMEDD

SFC Ronald Hampton
SSG John R. Range

Quality Volume - The Key To Our Success

Headquarters U.S. Army Recruiting Command



RSM AUGUST 1999

RSM SEPTEMBER 1999

Top RA Recruiters

SSG Moore, G. (Albany)
SSG Rivera, W. (Tampa)
SSG Odens, L. (Minneapolis)
SSG Newman, P. (San Antonio)
SSG Delacruz, R. (Portland)

SSG Evans, R. (Beckley)
SSG Gill, L. (Jacksonville)
SSG Burton, J. (Chicago)
SSG Harper, J. (St. Louis)
SSG Silva, B. (Portland)

Top USAR Recruiters

SFC Ward, D. (Baltimore)
SFC Robinson, D. (Raleigh)
SGT Carpino, D. (Milwaukee)
SSG Meyer, J. (Kansas City)
SSG Dowd, B. (Portland)

SFC Ward, D. (Baltimore)
SSG Marshall, R. (Atlanta)
SSG Sturgeon, A. (Milwaukee)
SFC Dungao, B. (Des Moines)
SSG Dawson, J. (Portland)

Top LPSC Stations

Jamaica (New York City)
Tampa North (Tampa)
Port Huron (Great Lakes)
San Antonio South (San Antonio)
Guam (Portland)

District Heights (Baltimore)
Tuscaloosa (Jackson)
None
Lafayette (New Orleans)
Carson City (Sacramento)

Top OPSC Stations

Kaiserslautern (Albany)
Lancaster (Columbia)
Sandusky (Cleveland)
Effingham (St. Louis)
Scotts Bluff (Denver)

Cortland (Syracuse)
Talladega (Montgomery)
Brookings (Minneapolis)
Independence (Kansas City)
Prescott (Phoenix)

Top AMEDD

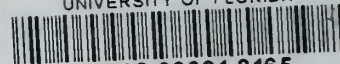
Laurel
None
Cleveland
Dallas
Rocky Mountain

Laurel
Mississippi & Tennessee
Minneapolis
Dallas
Rocky Mountain

Answers to the Test

- | | |
|---|---|
| 1. a, USAREC REG 601-210, CHAP 5, para 5-9, c | 9. c, ARISS Lesson Plans; Packet Projection Plus |
| 2. c, USAREC REG 601-210, CHAP 5, para 5-9, d | 10. d, ARISS Lesson Plans; Packet Projection Plus |
| 3. b, USAREC REG 601-210, CHAP 5, para 5-9, g | 11. d, STP 21-24 SMCT, Oct 92, page 4-66 |
| 4. b, USAREC REG 601-210, CHAP 5, para 5-9, h | 12. a, STP 21-24 SMCT, Oct 92, page 6-54 |
| 5. d, USAREC REG 601-210, CHAP 5, para 5-9, i | 13. c, STP 21-24 SMCT, Oct 92, page 4-91 |
| 6. b, ARISS Lesson Plans; Physical and Information security | 14. d, STP 21-24 SMCT, Oct 92, page 4-93 |
| 7. d, ARISS Lesson Plans; Windows NT 4.0 | 15. c, STP 21-24 SMCT, Oct 92, page 5-1 |
| 8. a, ARISS Lesson Plans; Multi-media sales presentation | |

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